

# Health Disparities in Utah's Public Mental Health and Substance Use Treatment Systems



## Identified Populations

Transition-Age Youth & Young Adults (ages 14–26)

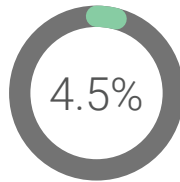
Black, Indigenous, and People of Color (BIPOC\*)

LGBTQ+\*\* Community

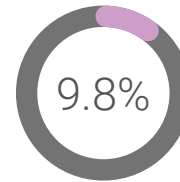
People with Developmental Disabilities

## Percent of Identified Populations in Administrative Roles

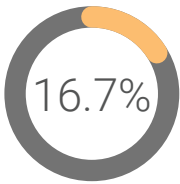
Staff from the four groups that we focused on were less likely to be in administration than staff who were not in the target groups.



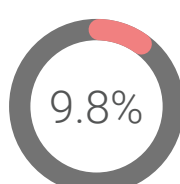
Transition-Age Youth & Young Adults (ages 14–26)



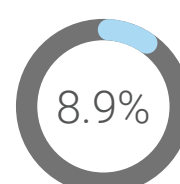
Black, Indigenous, and People of Color (BIPOC\*)



Did not identify with identified population

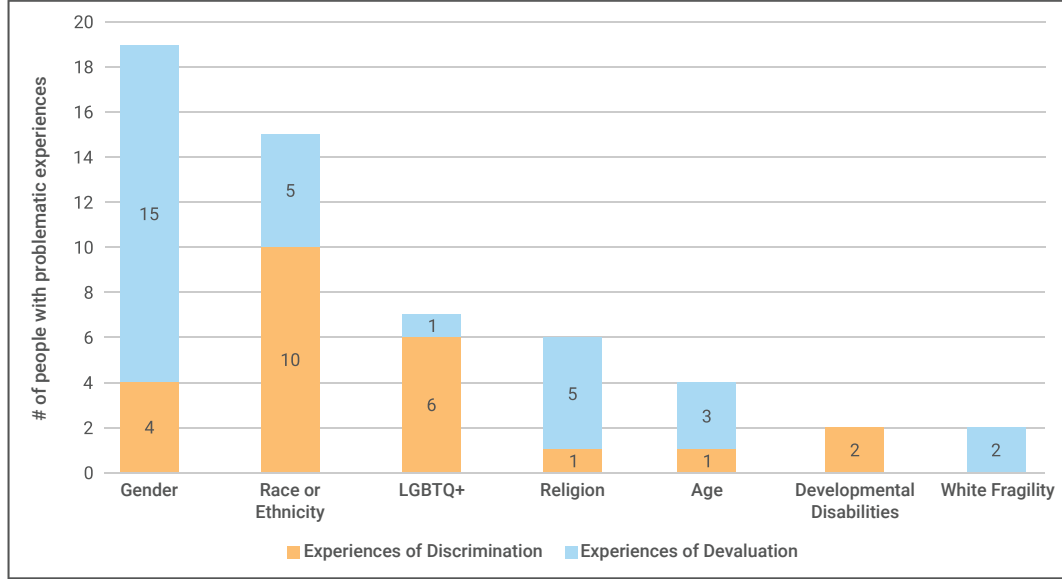


LGBTQ+\*\* Employees



People with Developmental Disabilities

## Discrimination and Devaluation in the Work Place



About 11% of people who responded from the four target groups reported having experiences related to discrimination or being undervalued at work.

Also, racist, transphobic, homophobic, and other disparaging comments were made by a small percentage (1.3%) of people who responded to the survey when asked about this issue.

## Racial and Ethnic Bias Awareness

67% of workforce members agreed with the statement, "I am completely unbiased and not racist." This indicates poor awareness of implicit bias among workforce members.

83%



Non-licensed Direct Client Services

81%



Medical

76%



Administrative Support

52%



Licensed Direct Client Services

45%



Administrative

## Highlighted Recommendations

Hire youth coordinators to work at the agencies. Youth coordinators can work to help youth make connections with other youth. They can provide youth voice to materials and policies.

Therapists should have connections to clinics with gender affirming services.

Provide resources on harm reduction and recognize that abstinence from substances isn't the goal for everyone.

Leaders should try to learn about discriminatory experiences (from both clients and staff) and then respond appropriately.

Reduce contacts between clients and the police.

Create new accommodations policies or make the current ones better. This is especially important for people with disabilities.

Implement a strategic plan for workforce development, recruitment, and retention by providing mentorship and financial support for BIPOC. This will help secure a path for BIPOC to become licensed mental health providers.

Teach clinicians about therapeutic guidelines for helping people in the target groups.

View the full needs assessment for additional information: <https://bit.ly/3D061Yy>

For additional information email: [monicascott@utah.gov](mailto:monicascott@utah.gov)

\*BIPOC stands for Black, Indigenous, and People of Color. BIPOC highlights the different experiences that People of Color have. It should be noted that the terms for how Communities of Color identify themselves change over time. While BIPOC is now the preferred term by many, this is subject to change as we become socially aware of new language and recognitions.

\*\*LGBTQ+ stands for lesbian, gay, bisexual, transgender, and queer/questioning. It's also important to recognize the +. The + is to recognize people that fall under the umbrella of non-straight, non-cisgender, non-allosexual (non-someone who experiences sexual attraction). The plus does not include allies as allies are not included in the LGBTQ+ community. Allies are still so important to supporting the LGBTQ+ community.